



**A STUDY ON FACTORS INFLUENCING ON EMPLOYEE RETENTION IN
COMPANY A**

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2015154511

**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCE MANAGEMENT)
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JULY 2018

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**Submitted in Partial Fulfilment of the Requirement
For the Bachelor of Business Administration with Honours
(Human Resource Management)**

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UNIVERSITI TEKNOLOGI MARA
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JULY 2018

DECLARATION OF ORIGINAL WORK



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“DECLARATION OF ORIGINAL WORK”**

I, Muhammad Fakhrul Zaman bin Hamil, (I/C Number: 951612-09-5023)

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation. Except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature:

Date:

Muhammad Fakhrul Zaman bin Hamil

LETTER OF SUBMISSION

July, 2018

Mdm Suraya Hamimi binti Mastor

Lecturer of UiTM (Malacca) City

Faculty of Business Management

Universiti Teknologi Mara Melaka

110, Off Jalan Hang Tuah,

75300, Melaka.

Dear Madam,

SUBMISSION OF PROJECT PAPER

Enclosed here is the project paper entitled “**A STUDY ON FACTOR INFLUENCING ON EMPLOYEE RETENTION IN COMPANY A**” to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA (UiTM).

Thank you.

Yours sincerely,

Muhammad Fakhrul Zaman bin Hamil

20154511

BBA (Hons) Human Resource Management

ABSTRACT

Employee retention is a common issues that happen in organization especially in private sector. It is not easy to retain an employees for a long period in organization. This is because employee can simply find a new job if they do not have more interest to remain in the organization. The purpose of this study is to identify the factors that influence on employee retention at Company A. In this study, researcher has listed three independent variables such as reward and recognition, supportive work environment, and continuous learning and employee retention. Moreover, the study was conducted by using systematic sampling method and Questionnaire to gain data from respondent. The questionnaire was distributed to the 36 of respondent in Company A. Furthermore, the researcher used Statistical Package for Social Science (SPSS) version 22 to get a result for findings and analysis of study. So, the finding of study found that reward and recognition, supportive work environment, and continuous learning had significant, moderate and strong relationship with employee retention. Nevertheless, the findings proved that independent variables continuous learning has the most factor that influence on employee retention.